



## 4<sup>TH</sup> MARINE DIVISION COMMANDING GENERAL'S POLICY STATEMENT ON EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

As Commanding General of the 4<sup>th</sup> Marine Division, I am fully committed to Equal Opportunity for all Marines, Sailors, civilian employees and family members of Division regardless of race, color, religion, sex, age, disability or nationality. I expect leaders to take action whenever any violations of Equal Opportunity or Sexual Harassment are discovered.

All leaders and supervisors have an obligation to work in an environment of mutual respect. It is my desire and goal to provide a workplace that promotes Equal Opportunity for every member of this command. This continuous program of equality of treatment requires the personal attention of everyone in a leadership position.

**Discrimination** and **Sexual Harassment** are degrading and immoral. They also serve to disrupt the good order and discipline for which our forces are world famous. Any act that degrades an individual also diminishes the stature of the organization and endangers its mission. Therefore, neither **discrimination** nor **sexual harassment** will be tolerated and it is the inherent responsibility of every Marine, Sailor, and civilian to ensure that equal opportunity and fairness become a natural part of everything we do on a daily basis.

I want all Marines to understand the importance of treating each other with respect and fairness. An environment of fairness for all Marines is crucial to building a winning war fighting team. Our Corps historically has crossed the line of departure together, united in focus, beliefs, and orientation. I will not tolerate any behavior, belief, or act that detracts from this teamwork, places the mission at risk, and jeopardizes our most valuable asset: our Marines. Treating each other with the dignity, respect, and fairness we each deserve is a simple task and as Marines, we should do no less. The result will be a stronger Corps and Nation.

If you have a discrimination complain you have several options. With any informal complaint (actions not of a criminal Nature or minor in its severity) you can use the informal resolution system. This allows you to directly approach the offending party to tell them to "knock it off". If you are not comfortable with this method, find a third party and ask them to intervene on you behalf. I would hope this person to be is the first person in your chain of command. Finally, if you feel that the incident is serious it is your right to request mast with any Commanding Officer in your chain of command up to the Commanding General. In addition, reprisals by Marines of any rank against Marines or Sailors who report Violations of this policy are also unacceptable.

In closing, let me remind you that our Division has an Equal Opportunity Advisor and all units have a Equal Opportunity Representative whose names, locations, and phone numbers are posted on you unit bulletin board. They are my advisors on this issue and a resource for you to use. If you have any questions, go see them and ask.

A handwritten signature in black ink, reading "D. V. O'Dell".

D. V. O'DELL

Major General, United States Marine Corps  
Commanding General